

Employee Wellness

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Establishing a School Staff Wellness Program

While school wellness programs typically focus on student health, staff wellness is just as important. An employee wellness program is an essential component of school health. These programs can address health risk behaviors and can help to enhance productivity, improve morale, decrease absenteeism, increase retention and lower health care costs. It is important for school staff to promote and model healthy eating and physical activity habits. Healthy school employees will help ensure student academic success.

Getting Started


The employee wellness program should be integrated into the local wellness policy. Goals and objectives should be developed along with appropriate activities to meet those objectives identified. Offer an activity that is easy to implement and provides district-wide visibility at little or no cost. Consider conducting an employee survey to obtain feedback on activities to offer.

[Employee Wellness Interest Survey](#)

The following are activities that schools can engage in to promote staff wellness:

- Health screenings (height, weight, cholesterol, blood pressure).
- Assistance programs (stress management, smoking cessation).
- Fitness activities (walking/running clubs, yoga, weight training).
- Nutrition programs (weight loss programs, healthy recipe swap).





An employee newsletter is a great way to communicate health tips and upcoming wellness activities. The newsletter can be distributed as a hard copy or via email.

[!\[\]\(529949c2c3dadbaa4e538e8c643454bc_img.jpg\) Employee Wellness Newsletter Sample](#)

[!\[\]\(3dfb8d66e81160ad61421a3452093d1b_img.jpg\) Employee Wellness Newsletter Template](#)

Sample Goal and Objectives

Goal:

- *The school district will offer an employee wellness programs.*

Objectives:

- *Provide at least three wellness activities per school year.*
- *Reduce overall use of sick leave by two percent from the previous year.*

Employee Wellness Interest Survey

This short survey is a sample of how a school can determine employees' interests while providing employees the opportunity to better understand the components of a comprehensive wellness program.

For each of the following, please indicate your level of interest in participating or the likelihood of participating:

General Interest Questions		Very Likely	Somewhat Likely	Not Likely	
I would participate in group activities encouraging healthy eating or physical activity if offered.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I would participate in a health promotion program if offered.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I would read health tips via email, newsletter, or other source.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I am interested in improving my eating habits.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I am interested in improving my physical fitness.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Group Activities		Great Interest	Some Interest	No Interest	
Aerobics/Pilates/Dance Classes		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Walking Program		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Team Sports		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Bicycle Club		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Yoga Classes		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Health Screenings (blood pressure, BMI, etc)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Healthy Cooking/M meal Planning Classes		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Weight Management Program		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other (please list)_____		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I would be interested in participating in wellness programs offered (select all that apply):					
Before School	After School	Evening	Weekend	Staff In-Service	No Interest in Participating
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Employee Wellness Newsletter Sample



Live
Learn
Work

WELL

Walking Club



Join your fellow teachers after school on Tuesdays and Thursdays from 3pm-4pm. The Walking Club will meet rain or shine. The school track will be used weather permitting. All other days, the club will meet in the school library and walk around the school. Be sure to bring your walking shoes and a positive attitude.

Flu Shots



Keep yourself, your family, your students, and your fellow faculty healthy this flu season by receiving a flu shot. A flu shot clinic will be offered on October 1 from 2:00-5:00 pm. Staff enrolled in school-provided health care will receive the flu shot free of charge. Staff may bring family members to receive their flu shots at no additional cost. Staff, students, and community members not enrolled in school-provided health care may still receive a flu shot but may be charged their co-pay.

Creamy Berry Parfait

Yield: 8 Serving Size: 1 c

Nutrition Facts

Calories: 214

Total Fat: 4.6g

Ingredients

- 2 c non-fat vanilla yogurt
- 1 c strawberries, sliced
- 2 cups oat cluster cereal
- 2 – 3.5 oz packages of chocolate instant pudding mix
- 4 c skim milk

Instructions

1. Mix pudding with milk until thick
2. Wash and slice strawberries
3. Whip yogurt until smooth
4. In an 8oz serving glass layer $\frac{1}{8}$ c yogurt, 4-5 strawberries, 2 Tbsp cereal, and a dollop of pudding
5. Cool parfaits and enjoy!

Employee Wellness Newsletter Template

Title of Newsletter

Topic Title

Topic Text

Remove the dashed lines of the inner boxes by right clicking on a line and selecting "Format Text Box". Change the line color from grey/black to "no color."

Topic Title

Topic Text

Callout Box Title

This section can be used as a standard topic that will appear in every newsletter. Examples of this include a recipe corner, physical fitness tips, or calendar of wellness events.

If there is no plan for a recurring newsletter feature, consider using this box to place your most important topic issue.

Insert your school logo in this text box or place the logo next to the newsletter title. If your logo is being placed at the top of the document, consider adding an image/clip art piece related to your newsletter topic.